

PAY DIFFERENTIAL 373
COLEMAN STAGED PERSABILITY PAY DIFFERENTIAL -
BARGAINING UNITS 16, 19, AND EXCLUDED

Established: 04/01/07 and 07/01/07

Revised: 04/01/07 and 07/01/07

CLASS TITLE	CLASS CODE	CBID	DEPARTMENT
Rank and File:			Departments of:
Senior Psychiatrist (Specialist)	7616	R16	Corrections and Rehabilitation Developmental Services Mental Health Veterans Affairs
Staff Psychiatrist	7618		
Staff Psychiatrist (Safety)	7619		
Consulting Psychologist	7620	R19	
Occupational Therapist, Departments of Mental Health and Developmental Services	8204		
Senior Occupational Therapist, Departments of Mental Health and Developmental Services	8287		
Occupational Therapist	8288		
Rehabilitation Therapist, State Facilities (Occupational)	8289		
Rehabilitation Therapist, State Facilities (Music)	8311		
Rehabilitation Therapist, State Facilities (Recreation)	8312		
Rehabilitation Therapist, State Facilities (Music-Safety)	8321		
Rehabilitation Therapist (Occupational-Safety)	8323		
Rehabilitation Therapist, State Facilities (Recreation-Safety)	8324		
Rehabilitation Therapist, State Facilities (Art)	8414		
Rehabilitation Therapist, State Facilities (Art-Safety)	8420		
Rehabilitation Therapist, State Facilities (Dance-Safety)	8422		
Rehabilitation Therapist, State Facilities (Dance)	8423		
Occupational Therapist, Correctional Facility	9280		
Senior Occupational Therapist, Correctional Facility	9346		
Behavior Specialist I	9823		
Behavior Specialist II	9824		
Psychologist (Health Facility) (Experimental)	9833		
Psychologist (Health Facility) (Counseling)	9838		
Senior Psychologist (Health Facility) (Specialist)	9839		
Psychologist (Health Facility) (Education)	9841		
Staff Psychologist -Clinical-	9847		
Psychologist (Health Facility) (Social)	9858		
Clinical Social Worker (Health/Correctional Facility) (Safety)	9872		
Psychologist (Health Facility Clinical Safety)	9873		
Clinical Social Worker (Health Facility)	9877		
Psychologist (Health Facility- Clinical)	9878		
Excluded:			
Medical Director, State Hospital/Developmental Center	7577	M16	
Medical Director, State Hospital/ Developmental Center, C.E.A.	7594		
Senior Psychiatrist (Supervisor)	7609	S16	
Supervising Rehabilitation Therapist	8316	S19	
Chief, Restorative Care Service	8380		
Senior Psychologist (Health Facility)(Supervisor)	9831		
Chief Psychologist, Correctional Facility	9859		
Supervising Psychiatric Social Worker I	9867		

RANK AND FILE - R16

RATE		EARNINGS ID
7616 SENIOR PSYCHIATRIST Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton		
3 YEAR STAGED PERS Range A to Range S \$2863 per month effective 04/01/07 – 03/31/08 \$1432 per month effective 04/01/08 – 03/31/09		8V6 8V46
2 YEAR STAGED PERS Range A to Range S \$1214 per month effective 04/01/07 – 03/31/08		8V2
3 YEAR STAGED PERS Range C to Range T \$2936 per month effective 04/01/07 – 03/31/08 \$1468 per month effective 04/01/08 – 03/31/09		8V8 8V48
2 YEAR STAGED PERS Range C to Range T \$1245 per month effective 04/01/07 – 03/31/08		8V4
7618 STAFF PSYCHIATRIST Department of Developmental Services and Department of Veterans Affairs All Locations Except Headquarters		
3 YEAR STAGED PERS Range A or B to Range S \$2835 per month effective 04/01/07 – 03/31/08 \$1418 per month effective 04/01/08 – 03/31/09		8V5 8V45
2 YEAR STAGED PERS Range A or B to Range S \$1202 per month effective 04/01/07 – 03/31/08		8V1
3 YEAR STAGED PERS Range C to Range T \$2910 per month effective 04/01/07 – 03/31/08 \$1455 per month effective 04/01/08 – 03/31/09		8V7 8V47
2 YEAR STAGED PERS Range C to Range T \$1234 per month effective 04/01/07 – 03/31/08		8V3

R16 - Continued

RATE		EARNINGS ID
7619 SENIOR PSYCHIATRIST (SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton; and DDS All Locations Except Headquarters		
3 YEAR STAGED PERS Range A or B to Range S \$2835 per month effective 04/01/07 – 03/31/08 \$1418 per month effective 04/01/08 – 03/31/09		8V5 8V45
2 YEAR STAGED PERS Range A or B to Range S \$1202 per month effective 04/01/07 – 03/31/08		8V1
3 YEAR STAGED PERS Range C to Range T \$2910 per month effective 04/01/07 – 03/31/08 \$1455 per month effective 04/01/08 – 03/31/09		8V7 8V47
2 YEAR STAGED PERS Range C to Range T \$1234 per month effective 04/01/07 – 03/31/08		8V3

R19

RATE		EARNINGS ID
7620 CONSULTING PSYCHOLOGIST Department of Mental Health All Locations Except Headquarters		
3 YEAR STAGED PERS Range S \$1363 per month effective 07/01/07 – 06/30/08 \$682 per month effective 07/01/08 – 06/30/09		8V39 8V61
2 YEAR STAGED PERS Range S \$578 per month effective 07/01/07 – 06/30/08		8V21

PAY DIFFERENTIALS

RATE		EARNINGS ID
8204	OCCUPATIONAL THERAPIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	 8V26 8V52 8V12
8287	SENIOR OCCUPATIONAL THERAPIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES Departments of Developmental Services and Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$930 per month effective 07/01/07 – 06/30/08 \$465 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$394 per month effective 07/01/07 – 06/30/08	 8V29 8V55 8V15
8288	OCCUPATIONAL THERAPIST Department of Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	 8V26 8V52 8V12

R19 - Continued

RATE		EARNINGS ID
8289	REHABILITATION THERAPIST, STATE FACILITIES (OCCUPATIONAL) Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
8311	REHABILITATION THERAPIST (MUSIC) Departments of Developmental Services and Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
8312	REHABILITATION THERAPIST (RECREATION) Departments of Developmental Services and Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12

R19 - Continued

RATE		EARNINGS ID
8321	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton and Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
8323	REHABILITATION THERAPIST, (OCCUPATIONAL SAFETY) Department of Mental Health, Atascadero, Coalinga, Metropolitan, Napa, and Patton 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
8324	REHABILITATION THERAPIST (RECREATION SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton and Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12

R19 - Continued

	RATE	EARNINGS ID
8414	REHABILITATION THERAPIST (ART) Departments of Developmental Services and Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	 8V26 8V52 8V12
8420	REHABILITATION THERAPIST (ART SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton and Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	 8V26 8V52 8V12
8422	REHABILITATION THERAPIST (DANCE SAFETY) Department of Mental Health, Atascadero, Coalinga, Metropolitan, Napa, and Patton 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	 8V26 8V52 8V12

R19 - Continued

RATE		EARNINGS ID
8423	REHABILITATION THERAPIST, STATE FACILITIES (DANCE) Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
9280	OCCUPATIONAL THERAPIST, CORRECTIONAL FACILITY CDCR All Institutions Except Headquarters 3 YEAR STAGED PERS Range P \$845 per month effective 07/01/07 – 06/30/08 \$423 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range P \$358 per month effective 07/01/07 – 06/30/08	8V26 8V52 8V12
9346	SENIOR OCCUPATIONAL THERAPIST, CORRECTIONAL FACILITY CDCR All Institutions Except Headquarters 3 YEAR STAGED PERS Range P \$930 per month effective 07/01/07 – 06/30/08 \$465 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range P \$394 per month effective 07/01/07 – 06/30/08	8V29 8V55 8V15

PAY DIFFERENTIALS

	RATE	EARNINGS ID
9823	BEHAVIOR SPECIALIST I Departments of Mental Health and Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$750 per month effective 07/01/07 – 06/30/08 \$375 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$318 per month effective 07/01/07 – 06/30/08	 8V23 8V49 8V9
9824	BEHAVIOR SPECIALIST II Department of Mental Health All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$787 per month effective 07/01/07 – 06/30/08 \$394 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$334 per month effective 07/01/07 – 06/30/08	 8V24 8V50 8V10
9833	PSYCHOLOGIST (HEALTH FACILITY) (EXPERIMENTAL) Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$1045 per month effective 07/01/07 – 06/30/08 \$523 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$443 per month effective 07/01/07 – 06/30/08 3 YEAR STAGED PERS Range T \$1251 per month effective 07/01/07 – 06/30/08 \$626 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range T \$530 per month effective 07/01/07 – 06/30/08	 8V31 8V57 8V17 8V32 8V58 8V18

R19 - Continued

RATE		EARNINGS ID
9838	PSYCHOLOGIST (HEALTH FACILITY) (COUNSELING) Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$1045 per month effective 07/01/07 – 06/30/08 \$523 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$443 per month effective 07/01/07 – 06/30/08 3 YEAR STAGED PERS Range T \$1251 per month effective 07/01/07 – 06/30/08 \$626 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range T \$530 per month effective 07/01/07 – 06/30/08	 8V31 8V57 8V17 8V32 8V58 8V18
9839	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPECIALIST) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton and Department of Developmental Services All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$1253 per month effective 07/01/07 – 06/30/08 \$627 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$531 per month effective 07/01/07 – 06/30/08	 8V33 8V59 8V19

PAY DIFFERENTIALS

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R19 - Continued

RATE	EARNINGS ID
<p>9858 PSYCHOLOGIST (HEALTH FACILITY) (SOCIAL) Department of Developmental Services All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range S \$1045 per month effective 07/01/07 – 06/30/08 \$523 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range S \$443 per month effective 07/01/07 – 06/30/08</p> <p>3 YEAR STAGED PERS Range T \$1251 per month effective 07/01/07 – 06/30/08 \$626 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range T \$530 per month effective 07/01/07 – 06/30/08</p>	<p>8V31 8V57</p> <p>8V17</p> <p>8V32 8V58</p> <p>8V18</p>
<p>9872 CLINICAL SOCIAL WORKER HEALTH/CORRECTIONAL FACILITY (SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton; and Department of Developmental Services All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range S \$827 per month effective 07/01/07 – 06/30/08 \$414 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range S \$350 per month effective 07/01/07 – 06/30/08</p> <p>3 YEAR STAGED PERS Range T \$889 per month effective 07/01/07 – 06/30/08 \$445 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range T \$377 per month effective 07/01/07 – 06/30/08</p>	<p>8V25 8V51</p> <p>8V11</p> <p>8V28 8V54</p> <p>8V14</p>

R19 - Continued

	RATE	EARNINGS ID
9873	<p>PSYCHOLOGIST (HEALTH FACILITY CLINICAL SAFETY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton; and Department of Developmental Services All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range S \$1045 per month effective 07/01/07 – 06/30/08 \$523 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range S \$443 per month effective 07/01/07 – 06/30/08</p> <p>3 YEAR STAGED PERS Range T \$1251 per month effective 07/01/07 – 06/30/08 \$626 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range T \$530 per month effective 07/01/07 – 06/30/08</p>	<p>8V31 8V57</p> <p>8V17</p> <p>8V32 8V58</p> <p>8V18</p>
9877	<p>CLINICAL SOCIAL WORKER (HEALTH FACILITY) Departments of Developmental Services and Veterans Affairs All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range S \$827 per month effective 07/01/07 – 06/30/08 \$414 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range S \$350 per month effective 07/01/07 – 06/30/08</p> <p>3 YEAR STAGED PERS Range T \$889 per month effective 07/01/07 – 06/30/08 \$445 per month effective 07/01/08 – 06/30/09</p> <p>2 YEAR STAGED PERS Range T \$377 per month effective 07/01/07 – 06/30/08</p>	<p>8V25 8V51</p> <p>8V11</p> <p>8V28 8V54</p> <p>8V14</p>

R19 - Continued

9878	RATE	EARNINGS ID
	PSYCHOLOGIST (HEALTH FACILITY - CLINICAL) Department of Developmental Services All Locations Except Headquarters	
	3 YEAR STAGED PERS	
	Range S	
	\$1045 per month effective 07/01/07 – 06/30/08	8V31
	\$523 per month effective 07/01/08 – 06/30/09	8V57
	2 YEAR STAGED PERS	
	Range S	
	\$443 per month effective 07/01/07 – 06/30/08	8V17
	3 YEAR STAGED PERS	
	Range T	
	\$1251 per month effective 07/01/07 – 06/30/08	8V32
	\$626 per month effective 07/01/08 – 06/30/09	8V58
	2 YEAR STAGED PERS	
	Range T	
	\$530 per month effective 07/01/07 – 06/30/08	8V18

EXCLUDED

M16

RATE	EARNINGS ID
<p>7577 MEDICAL DIRECTOR, STATE HOSPITAL/ DEVELOPMENTAL CENTER Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton; and Department of Developmental Services All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range A to Range S \$3181 per month effective 04/01/07 – 03/31/08 \$1591 per month effective 04/01/08 – 03/31/09</p> <p>2 YEAR STAGED PERS Range A to Range S \$1348 per month effective 04/01/07 – 03/31/08</p> <p>3 YEAR STAGED PERS Range C to Range T \$3242 per month effective 04/01/07 – 03/31/08 \$1621 per month effective 04/01/08 – 03/31/09</p> <p>2 YEAR STAGED PERS Range C to Range T \$1374 per month effective 04/01/07 – 03/31/08</p>	<p>8V43 8V65</p> <p>8V36</p> <p>8V44 8V66</p> <p>8V38</p>
<p>7594 CEA MEDICAL DIRECTOR, STATE HOSPITAL/ DEVELOPMENTAL CENTER Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton; and Department of Developmental Services All Locations Except Headquarters</p> <p>3 YEAR STAGED PERS Range A to Range S \$3181 per month effective 04/01/07 – 03/31/08 \$1591 per month effective 04/01/08 – 03/31/09</p> <p>2 YEAR STAGED PERS Range A to Range S \$1348 per month effective 04/01/07 – 03/31/08</p> <p>3 YEAR STAGED PERS Range C to Range T \$3242 per month effective 04/01/07 – 03/31/08 \$1621 per month effective 04/01/08 – 03/31/09</p> <p>2 YEAR STAGED PERS Range C to Range T \$1374 per month effective 04/01/07 – 03/31/08</p>	<p>8V43 8V65</p> <p>8V36</p> <p>8V44 8V66</p> <p>8V38</p>

S16

RATE		EARNINGS ID
7609 SENIOR PSYCHIATRIST (SUPERVISOR) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton		
3 YEAR STAGED PERS Range A to Range S \$3033 per month effective 04/01/07 – 03/31/08 \$1517 per month effective 04/01/08 – 03/31/09		8V41 8V63
2 YEAR STAGED PERS Range A to Range S \$1286 per month effective 04/01/07 – 03/31/08		8V34
3 YEAR STAGED PERS Range C to Range T \$3099 per month effective 04/01/07 – 03/31/08 \$1550 per month effective 04/01/08 – 03/31/09		8V42 8V64
2 YEAR STAGED PERS Range C to Range T \$1314 per month effective 04/01/07 – 03/31/08		8V35

S19

RATE		EARNINGS ID
8316 SUPERVISING REHABILITATION THERAPIST Department of Veterans Affairs All Locations Except Headquarters		
3 YEAR STAGED PERS Range S \$888 per month effective 07/01/07 – 06/30/08 \$444 per month effective 07/01/08 – 06/30/09		8V27 8V53
2 YEAR STAGED PERS Range S \$376 per month effective 07/01/07 – 06/30/08		8V13
8380 CHIEF, RESTORATIVE CARE SERVICE Department of Veterans Affairs All Hospitals		
2 YEAR STAGED PERS (NEW HIRES ONLY) Range S \$382 per month effective 07/01/07 – 06/30/08		8V75

S19

RATE		EARNINGS ID
9831	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton and Department of Developmental Services and Veterans Affairs All Locations Except Headquarters 3 YEAR STAGED PERS Range S \$1363 per month effective 07/01/07 – 06/30/08 \$682 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$578 per month effective 07/01/07 – 06/30/08	8V37 8V60 8V20
9859	CHIEF PSYCHOLOGIST (CORRECTIONAL FACILITY) Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton 3 YEAR STAGED PERS Range S \$1673 per month effective 07/01/07 – 06/30/08 \$837 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$709 per month effective 07/01/07 – 06/30/08	8V40 8V62 8V22
9867	SUPERVISING PSYCHIATRIC SOCIAL WORKER I Department of Mental Health Atascadero, Coalinga, Metropolitan, Napa, and Patton, and Department of Veterans Affairs Barstow, Chula Vista, and Yountville 3 YEAR STAGED PERS Range S \$1013 per month effective 07/01/07 – 06/30/08 \$507 per month effective 07/01/08 – 06/30/09 2 YEAR STAGED PERS Range S \$429 per month effective 07/01/07 – 06/30/08	8V30 8V56 8V16

CRITERIA	
•	For the classifications listed above, the above rates are effective 04/01/07 for R16, S16, M16; and 07/01/07 for R19 and S19.
•	Application of these rates will end on 03/31/08 for R16 and S16; 03/31/08 or 03/31/09 for M16; 06/30/08 or 06/30/09 for R19 and S19.
•	This differential shall not be subject to the compliant and/or grievance and arbitration processes.
•	Effective 04/01/08 when the pay differential is reduced, the difference between the 04/01/07 pay differential rate and the 04/01/08 pay differential rate shall be rolled into the employee's base pay.
•	Effective 07/01/08 when the pay differential is reduced, the difference between the 07/01/07 pay differential rate and the 07/01/08 pay differential rate shall be rolled into the employee's base pay.
•	Employees <u>will retain</u> their constant differential rate when moving between salary ranges within a classification and upon movement to any other classification covered by this staged PERS differential until their end date. The employee will not receive Pay Differential 373 rate of the "to" class.
•	If an employee is due an MSA while one of the above pay differentials is in effect, it will be necessary to process a SAL effective the same date. This is necessary because the employee should receive the MSA increase on the base pay plus the above pay differential amount but the pay differential amount can not change. The SAL base pay rate will be computed by adding the base pay and the above pay differential then computing the MSA increase and then subtracting the pay differential amount for new base pay. Or use the Excel Program provided by DPA to compute the SAL base salary rate that is effective the same date as the MSA.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE: THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
SDI	N/A
LUMPSUM VACATION	Yes
LUMPSUM SICK	Yes
LUMPSUM EXTRA	Yes